



Team Feedback Results

Sample Team

September 25, 2019

Summary results from 4 Team Members



This report contains a summary of your team feedback results. The report begins with the most important areas to focus on, followed by a more detailed breakdown of the results. Start by reading through the entire report to the end of the comments section. Once you have familiarized yourself with the report and your team's results, go back through the report and look for inconsistencies, patterns, and themes. Work back and forth between the numeric data and the comments as you do this.

Share this report with your entire team and engage in an open, candid discussion about the results. Do not focus on who said what. Rather, go out of your way to create a safe space where people are not afraid to share their thoughts and opinions.

As a group, identify a short list of items to work on and create an action plan based on those items. The online report includes tools that will facilitate this process.

Table of Contents

1 Introduction: High Performance Teams

2 Strengths and Opportunities

3 Gap Analysis

4 Team Effectiveness Factor Scores

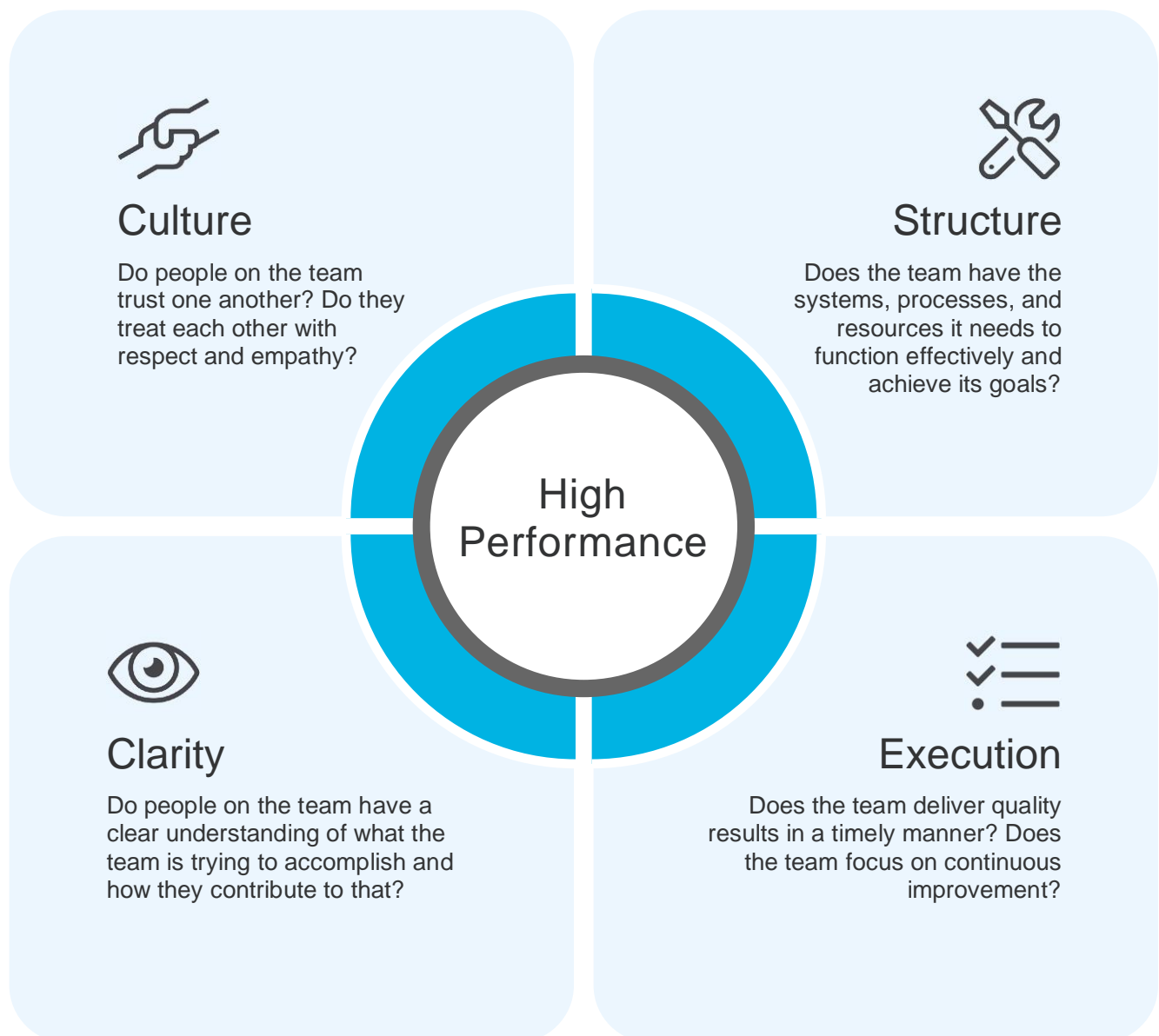
5 Factor Breakdown

6 Written Comments

"Alone we can do so little; together we can do so much."

- Helen Keller

There are many ways that teams can achieve success, but the most effective teams have several key things in common. Those essential characteristics are summarized within the four primary factors of high-performance teams (shown below). These factors are based on statistical analysis and widely supported by industry research.



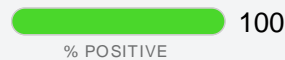


Building on what you are good at and on what comes naturally to you is often an effective way to be successful.

As your team creates its action plan, looks for ways that you can leverage and build on your strengths in order to achieve your team's goals.

Highest-Rated Items

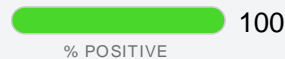
Alignment: The work this team does is essential to the overall success of the organization.



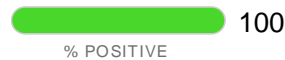
Communication: People on this team communicate effectively with one another.



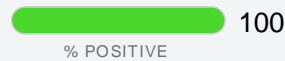
Collaboration: This team collaborates effectively with other groups in the organization.



Alignment: It really seems like everybody on this team has a shared vision and is working toward the same goals.



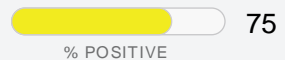
Empowerment: People on this team have the freedom and authority they need to make decisions and take action.



Decisiveness: On this team, we make timely decisions without unnecessary delay or procrastination.



Clarity: I understand how my work directly contributes to the overall success of the team.



Personal Expression: We are good at bringing conflict into the open so it can be discussed and resolved.



% POSITIVE is the percentage of responses that were either Strongly Agree (5) or Agree (4). The other response options were Neutral (3), Disagree (2), and Strongly Disagree (1).

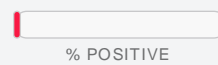


Think about which of the following areas are critical to your team's success. Are any of the items listed below holding your team back?

Where possible, look for ways to leverage existing team strengths in order to improve in these areas.

Lowest-Rated Items

Transparency: Information and knowledge are shared openly on this team.



0



2.5
AVG

Trust: There is a high level of trust on this team.

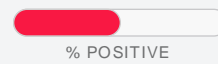


0



2.5
AVG

Support: People on this team go out of their way to assist and support one another.



50



3.2
AVG

Clarity: I have a clear understanding of my role and responsibilities on this team.

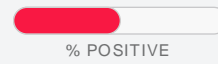


50



3.5
AVG

Accountability: Every person on this team is held accountable for achieving goals and meeting expectations.



50



3.5
AVG

Resources: This team has all of the resources and support it needs in order to achieve its goals.



50



3.8
AVG

Learning: We consistently reflect on our successes and failures in order to learn and improve.



50



3.8
AVG

Agility: On this team, we adapt quickly to changing circumstances.



75



3.5
AVG

% POSITIVE is the percentage of responses that were either Strongly Agree (5) or Agree (4). The other response options were Neutral (3), Disagree (2), and Strongly Disagree (1).



These are areas where people on the team have differing perspectives and experiences.

Use the items on this list as opportunities for team discussions. If done the right way, candid conversations on these topics can help build trust and alignment among team members.

Consider bringing in an outside facilitator who can help the team create a psychologically safe space and guide conversations in a constructive direction.

Areas of Divergence

Learning: We share what we learn with other groups in the organization so they can benefit from our experiences.



3.5
AVG

75
% POS

Learning: We consistently reflect on our successes and failures in order to learn and improve.



3.8
AVG

50
% POS

Processes: This team has established the processes and procedures it needs in order to function effectively.



3.8
AVG

75
% POS

Agility: On this team, we adapt quickly to changing circumstances.



3.5
AVG

75
% POS

Support: People on this team go out of their way to assist and support one another.



3.2
AVG

50
% POS

Resources: This team has all of the resources and support it needs in order to achieve its goals.



3.8
AVG

50
% POS

Personal Expression: We are good at bringing conflict into the open so it can be discussed and resolved.



4.2
AVG

75
% POS

Clarity: I understand how my work directly contributes to the overall success of the team.



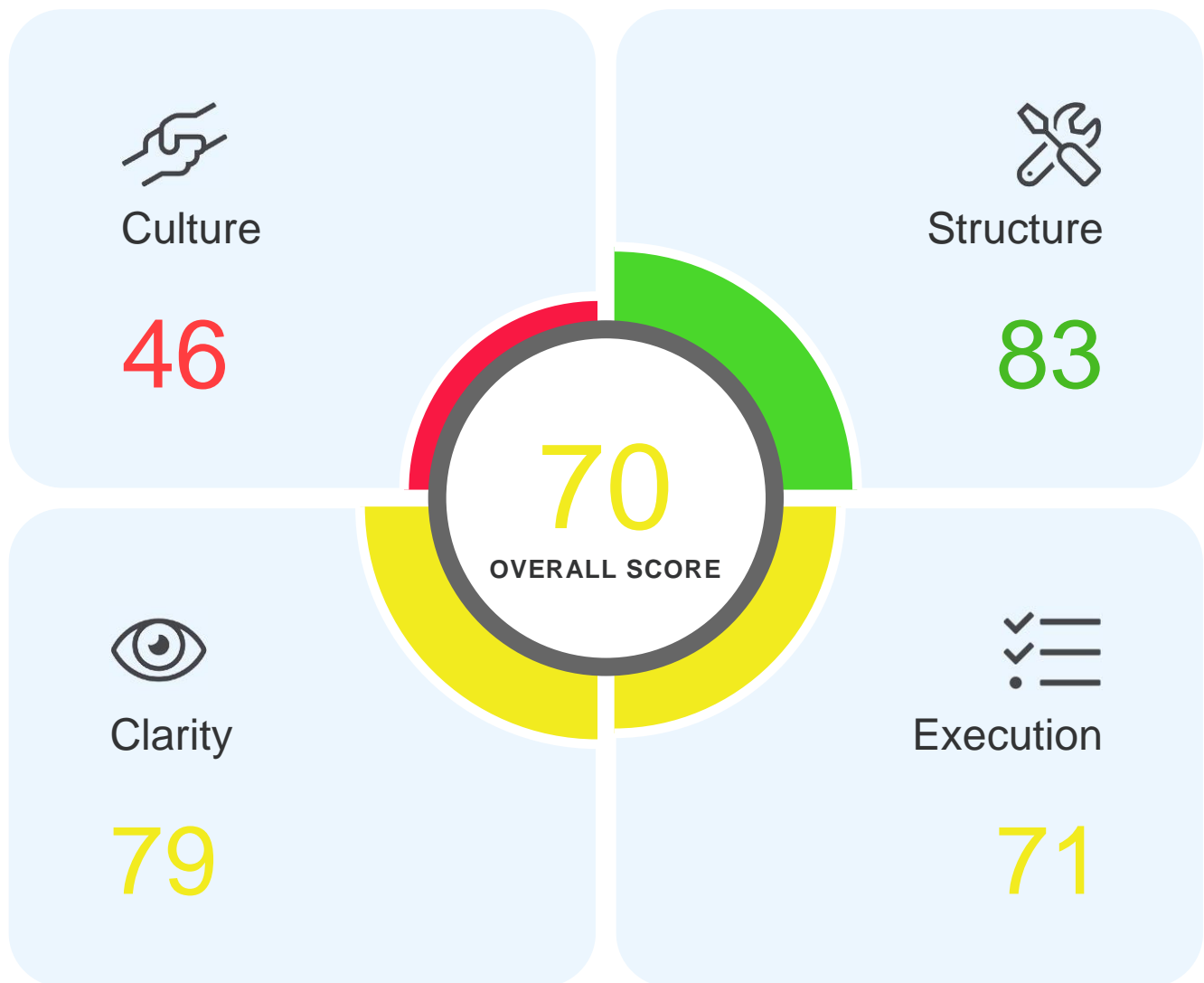
4.2
AVG

75
% POS

"It is amazing what you can accomplish if you do not care who gets the credit."
- Harry Truman

There are many ways that teams can achieve success, but the most effective teams have several key things in common. Those essential characteristics are summarized within the four primary factors of high-performance teams (shown below). These factors are based on statistical analysis and widely supported by industry research.

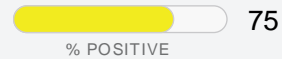
Team Effectiveness Factors





Culture

Personal Expression: We are good at bringing conflict into the open so it can be discussed and resolved.



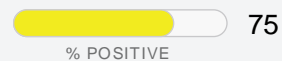
4.2
AVG

Reliability: People on this team follow through on their commitments.



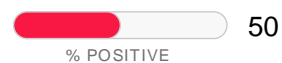
4.2
AVG

Personal Expression: People with different ideas are valued on this team.



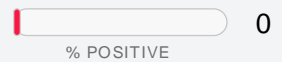
4.0
AVG

Support: People on this team go out of their way to assist and support one another.



3.2
AVG

Trust: There is a high level of trust on this team.



2.5
AVG

Transparency: Information and knowledge are shared openly on this team.



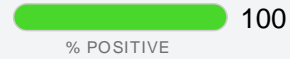
2.5
AVG

% **POSITIVE** is the percentage of responses that were either Strongly Agree (5) or Agree (4). The other response options were Neutral (3), Disagree (2), and Strongly Disagree (1).



Clarity

Alignment: The work this team does is essential to the overall success of the organization.



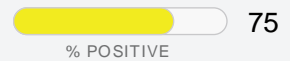
4.8
AVG

Alignment: It really seems like everybody on this team has a shared vision and is working toward the same goals.



4.3
AVG

Clarity: I understand how my work directly contributes to the overall success of the team.



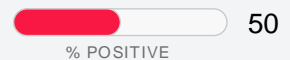
4.2
AVG

Clarity: This team has a clear set of priorities and objectives.



3.8
AVG

Clarity: I have a clear understanding of my role and responsibilities on this team.



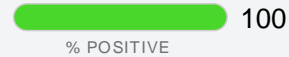
3.5
AVG

% **POSITIVE** is the percentage of responses that were either Strongly Agree (5) or Agree (4). The other response options were Neutral (3), Disagree (2), and Strongly Disagree (1).



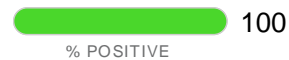
Structure

Communication: People on this team communicate effectively with one another.



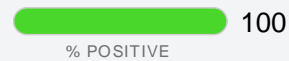
4.5
AVG

Collaboration: This team collaborates effectively with other groups in the organization.



4.5
AVG

Empowerment: People on this team have the freedom and authority they need to make decisions and take action.



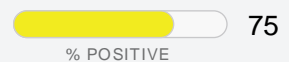
4.0
AVG

Meetings: Our team meetings have a clear purpose and achieve their intended outcomes.



3.8
AVG

Processes: This team has established the processes and procedures it needs in order to function effectively.



3.8
AVG

Resources: This team has all of the resources and support it needs in order to achieve its goals.



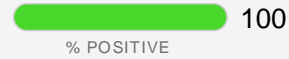
3.8
AVG

% POSITIVE is the percentage of responses that were either Strongly Agree (5) or Agree (4). The other response options were Neutral (3), Disagree (2), and Strongly Disagree (1).



Execution

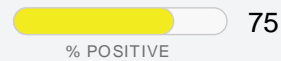
Decisiveness: On this team, we make timely decisions without unnecessary delay or procrastination.



Collaboration: We always consider how our decisions will impact other parts of the organization.



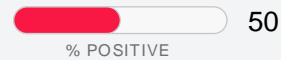
Agility: On this team, we adapt quickly to changing circumstances.



Learning: We share what we learn with other groups in the organization so they can benefit from our experiences.



Learning: We consistently reflect on our successes and failures in order to learn and improve.



Accountability: Every person on this team is held accountable for achieving goals and meeting expectations.



% POSITIVE is the percentage of responses that were either Strongly Agree (5) or Agree (4). The other response options were Neutral (3), Disagree (2), and Strongly Disagree (1).

General Comments

What do you like most about being a part of this team?

- Test comment

If you could change one thing about this team in order to help it be more effective, what would that be?

- Test comment
- Test comment

Item-Specific Comments

Please elaborate on: "We share what we learn with other groups in the organization so they can benefit from our experiences."

- Sample comment